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Nebraska National Guard

HAZARDOUS DUTY AND ENVIRONMENTAL DIFFERENTIAL PAY PLAN

Prepared By:
Support Personnel Management Office
Office of The Adjutant General
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Office of The Adjutant General

NE NG Regulation
NE TPR 550
Change 1

Military Department of Nebraska
The Adjutant General's Office
Lincoln, Nebraska 68508

1 June 1993

NEBRASKA NATIONAL GUARD
HAZARDOUS DUTY AND ENVIRONMENTAL DIFFERENTIAL PAY PLAN

1. The below page changes are required.

REMOVE	INSERT
3-3 thru 3-5	3-3 thru 3-5
Appendix F	Appendix F

2. Make the following pen and ink changes:

a. Para 2-2., Line 2 delete "irregular or intermittent"

b. Para 2-4.c., Line 2 delete "irregular or intermittent"

3. File this change sheet in front of the publication for reference purposes.

BY ORDER OF THE GOVERNOR:

OFFICIAL:

STANLEY M. HENG
Major General
The Adjutant General

THOMAS P. KAY
COL, GSWT, NE ARNG
Director, Mil Pers & Admin

DISTRIBUTION:
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Military Department of Nebraska
The Adjutant General's Office
Lincoln, Nebraska 68508-1090
1 April 1990

NEBRASKA NATIONAL GUARD
HAZARDOUS DUTY AND ENVIRONMENTAL DIFFERENTIAL PAY PLAN

Contained herein are the regulatory requirements of the Nebraska National Guard Hazardous Duty and Environmental Differential Pay Plan. It is consistent with the provisions of Section 5545(d), Title 5, United States Code, Office of Personnel Management Regulations and National Guard Bureau TPR 550.

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This regulation supersedes NEANGR 690-532.1/NEANGR 50-532.1, dated 15 July 1977.

CHAPTER 1

GENERAL

1-1. PURPOSE. The purpose of the regulation is to define the situations under which Hazardous Duty Pay (HDP) and Environmental Differential Pay (EDP) are paid to technicians employed by the Nebraska National Guard. Specific procedures and guidelines are established to develop EDP and HDP situations. The procedures for processing of EDP or HDP are outlined herein.

1-2. COVERAGE.

a. This regulation applies to all Nebraska Army and Air National Guard technicians whether they are employed on a full-time, temporary, part-time or intermittent basis.

b. HDP applies only to General Schedule (GS) technicians.

c. EDP applies only to Wage Grade (WG, WL, WS) technicians.

d. HDP or EDP may not be paid to a technician when the duty has been taken into account in the classification of the technician position.

1-3. POLICY.

a. HDP and EDP are additional compensation programs available to technicians for actual exposure to various degrees of hazard, physical hardship, and working conditions of an unusually severe nature. Authorization for these differentials does not eliminate the continuing responsibility of all concerned to initiate positive action to eliminate or reduce danger and risk which contribute to or cause the hazard, physical hardship or working condition.

b. The existence of EDP and HDP differentials is not intended to condone work practices which circumvent Federal safety laws, rules and regulations.

c. When potential hazard or actual discomfort are identified in a work assignment, first consideration must be given to the protection of the technician. Protective measures which reduce the hazard to the technician and/or tend to relieve his/her discomfort must be made available if at all practicable and the application of these measures enforced. The payment of pay differentials is a measure which admits that no available means can reasonably be employed to eliminate the hazard or reduce discomfort to reasonably tolerable levels.

1-4. DISSEMINATION. Supervisors are responsible to insure that the provisions of this regulation are made known to all subordinate technicians under their jurisdiction. A copy of this regulation and all subsequent changes will be provided to and maintained by each supervisor/manager.

1-5 RESPONSIBILITIES.

a. The Adjutant General will appoint an EDP/HDP committee as identified in Appendix A of this regulation. The committee Chairman, and the committee Vice-Chairman in the absence of the Chairman, are responsible for the overall functioning of the committee. The purpose of this committee will be to review and provide recommendations to the Support Personnel Management Officer on: Nebraska National Gu rd EDP/HDP situations, documentation used to establish situations, physical hardships or working conditions of an unusually severe nature, certification/decertification of work situations, and a review of the annual expenditures for EDP/HDP.

b. As the proponent of this regulation, and the office responsible for management of the EDP/HDP programs, the Support Personnel Management Office will review and disseminate all appropriate issuances from OPM and the National Guard Bureau. Upon receipt of requests to establish situations, the SPMO will take action to forward it to the EDP/HDP committee for review and approval. All approved situations will be distributed to appropriate director and ARNG/ANG comptroller and centrally filed in the SPMO. EDP/HDP committee will also conduct annual evaluations of the program and approved situations to insure that they are current and valid. The committee will meet as determined by the Support Personnel Management Officer. A quorum is not required for the committee to convene and perform the duties and responsibilities established by this regulation. The committee will review requests for EDP/HDP and provide recommendations to the Support Personnel Management Officer for approval/disapproval.

c. Supervisors must insure that safety practices and acceptable work procedures are followed. In those instances where a hazardous situation cannot be avoided, a request to establish an EDP/HDP situation must be prepared, using TAG-NE Form 550-1 (Appendix B), and forwarded through supervisory channels to this office. Upon receipt of a request to establish an EDP/HDP situation, the supervisor must examine the situation and provide his/her recommendations and justification. Supervisors and managers do not have the authority to approve or disapprove a request to establish an EDP/HDP situation. Each supervisory/managerial level must forward the request to the next higher level within 10 working days of receipt.

d. In those instances, where there is an approved HDP/EDP situation, and the situation no longer exists or is terminated, the supervisor is responsible for submitting a request to terminate the HDP/EDP situation using TAG-NE Form 550-1 (Appendix B) and the instructions referenced in Chapter 6 of this regulation. The TAG-NE Form 550-1 will be completed as soon as possible and forwarded to the SPMO through supervisory channels. When the termination request is approved by the SPMO, notification will be made to the appropriate payroll office with an effective date.

e. Technicians are required to work within established sound safety practices and procedures. In those instances where the application of these practices and procedures can not eliminate a hazardous situation, the technician must take positive steps to report the situation, and if appropriate, initiate a request to establish an EDP/HDP situation. Recommendations will be forwarded through designated supervisory channels.

CHAPTER 2

HAZARDOUS DUTY PAY (HDP)

2-1. INTRODUCTION. This chapter provides the details necessary to implement a Hazardous Duty Pay Plan in the Nebraska National Guard technician program, as authorized by section 5545(d) of Title 5, United States Code; OPM and NGB regulations governing Hazardous Duty Pay.

C1 2-2. COVERAGE. This regulation establishes a schedule of pay differentials for ~~irregular or intermittent~~ duty involving unusual physical hardship or hazard. The law regarding HDP applies only to General Schedule (GS) technicians serving in full time, part-time or intermittent GS positions. This includes full-time, indefinite and temporary GS technicians. HDP will be paid in accordance with this regulation and only for those situations approved by the Support Personnel Management Officer.

2-3. RESTRICTIONS. Hazardous duty pay will be paid in accordance with OPM regulations as explained herein. In order for an individual to be eligible for HDP he/she must be performing hazardous duties or duties involving physical hardship.

2-4. DEFINITIONS.

a. Duty involving physical hardship means a duty which may not in itself be hazardous but which causes extreme physical discomfort or distress and which is not adequately alleviated by protective or mechanical devices. Situations which could qualify for HDP are:

(1) Duty requiring exposure to extreme temperatures for a long period of time.

(2) Duty involving arduous physical exertion, such as a duty which must be performed in cramped conditions.

(3) A duty involving exposure to fumes, liquids, dust or noise which may cause nausea, skin, eye, ear or nose irritation.

b. Hazardous duty is a duty performed under circumstances in which an accident could result in serious injury or death, such as a duty performed on a high structure when adverse conditions such as darkness, lightning, steady rain, or high wind velocity exist.

C1 c. Hazard pay differential means additional pay for the performance of ~~irregular or intermittent~~ hazardous duty or duty involving physical hardship. This only applies to GS technicians and then only when the situation has been approved by the Support Personnel Management Officer. HDP applies only to those situations where the individual is not fully compensated for the duty in his/her current technician position description and the resulting GS grade. Certification of proper position classification will be accomplished by the SPMO Classification Specialist.

2-5. ESTABLISHING HAZARD DIFFERENTIAL SITUATIONS.

a. Individual technicians or technician supervisors may submit a recommendation to establish an HDP situation, using TAG-NE Form 550-1, Request for Hazardous Duty or Environmental Differential Pay Determination or Termination. The TAG-NE Form 550-1 must be forwarded through supervisory channels. Each reviewing official will indicate concurrence or nonconcurrence with appropriate justification. All recommendations must be forwarded to the Technician Management Branch for review. Upon review by the Technician Management Branch, the recommendation will be forwarded to the HDP/EDP committee for review and recommendation to the Support Personnel Management Officer. Final approval of the situation will be made by the Support Personnel Management Officer.

b. Recommendations to establish new situations or to change existing situations must address the conditions indicated above and must be submitted using TAG-NE Form 550-1.

c. Supervisors are responsible to continually try to eliminate hazardous conditions. When all efforts have been taken, and the hazard is eliminated, the supervisor must request withdrawal or termination of hazardous duty pay.

2-6. AUTHORIZATION TO PAY HDP.

a. The supporting pay branch is authorized to pay HDP when:

(1) There is an approved and certified HDP situation received from the SPMO.

(2) The supervisor has processed the required documentation in accordance with NGB Pam 37-105/AFM 177-372 Vol II.

b. HDP may only be paid to technicians who are assigned hazardous duty or duty involving physical hardship. HDP is not authorized for volunteers, that is, technicians who undertake a duty without proper authorization, either expressed or implied.

2-7. PAYMENT OF HDP.

a. Hazardous Pay Differentials may not exceed an amount equal to 25% of the rate of basic pay applicable to the technician. Hazard pay is in addition to any additional pay or allowance to which the technician becomes entitled. It shall not, however, be used to compute any additional pay or allowance payable under another statute. If a technician is being paid a retained rate, that rate is his/her rate of basic pay for purposes of computing hazard pay. HDP is not subject to the limitation placed on premium pay by section 5547 of Title 5 USC (this section limits other premium pay to an amount which will not cause total pay in any pay period to exceed the maximum rate for grade GS-15).

b. When a technician performs duty for which hazard pay differential is authorized, he/she will be entitled to hazard differential for the hours in a pay status on the day in which the duty was performed. If the technician is on a paid leave status on the same day that he normally would perform

hazardous duty, he is entitled to hazard differential for the full day. If the technician is in a nonpaid leave status for part of the same day that he normally would perform hazardous duty, he is entitled to hazardous differential for the paid hours only. Hours in a pay status for work performed during a continuous period extending over two days shall be considered to have been performed on the day on which the work began and allowable differential shall be charged to that day.

c. Payment of hazard differential is authorized for technicians only while they are in a pay status. Overtime which is worked for compensatory time off is not a paid status for this purpose. The Comptroller General has ruled that compensatory time worked as applied to technicians, is not a paid status, therefore, HDP is not authorized to be paid to personnel who are in a compensatory time status. Generally, managers and supervisors are encouraged to prevent the assigning of HDP duties when employees are in a non-pay status. However, when a sudden, unexpected occurrence demands immediate action, management may invoke special procedures. These special procedures will be invoked only for good cause and will be in compliance with Section 3-3 of the negotiated agreement.

2-8. LIMITATIONS ON USE OF HDP.

a. HDP will be terminated when adequate safety precautions have reduced the hazard to a negligible level.

b. Relationship to other pay - HDP is in addition to any other pay and allowances to which a technician is entitled. It is not part of basic pay and may not be used to compute any additional pay payable under another law.

CHAPTER 3

ENVIRONMENTAL DIFFERENTIAL PAY (EDP)

3-1. INTRODUCTION. This chapter provides the details necessary to implement an Environmental Differential Pay Plan in the Nebraska National Guard technician program as authorized by Title 5 USC, OPM and NGB regulations governing EDP.

3-2. COVERAGE.

a. Environmental Differential Pay is applicable only to Wage Grade technicians as authorized by OPM, NGB and this regulation.

b. EDP will be paid in accordance with this regulation and only for those situations approved by the Support Personnel Management Officer.

3-3. BASIS FOR EDP.

a. Environmental differentials are paid for those work situations in which the technician is exposed to a potentially severe hazard which has a real probability of occurrence and for which no adequate precautions or protective facilities are possible to minimize or practically eliminate physical injury, illness or death to the worker should the potential of the situation actualize. Examples of unusually severe hazards for which EDP would be authorized are:

(1) A high structure when the hazard is not eliminated by protective facilities such as scaffolding, enclosed ladders.

(2) A high open structure when adverse conditions such as darkness, lightning, steady rain, snow, sleet, ice, or high wind velocity exist.

(3) Exposure to an unusually severe physical hardship under circumstances which cause significant physical discomfort or distress not eliminated by protective devices.

(4) Exposure to an unusually severe working condition under circumstances involving exposure to fumes, liquids, dust, or noise which cause significant distress or discomfort in the form of nausea, skin, eye, ear or nose irritation; or conditions which cause abnormal soil of body and clothing.

b. Environmental situations do not qualify for differential compensation simply on the basis that an element of hazard or discomfort has been identified in a work situation. The hazard must involve a real threat with no effective measures available to protect the technician from attendant discomforts or threat of injury. Significant actual discomfort arising from the work situation must be experienced by the technician with no effective means available to relieve the discomfort. The hazard or discomfort in a job situation must be such that the technician is exposed to unrelieved discomfort or to potential injury or harm significantly beyond that experienced by other technicians or the general population from the same source.

c. If no effective measures are available to protect the technician from the effects of the work environment, and real injury or serious discomfort is experienced by the worker, appropriate compensation through environmental differential pay must be provided. However, the essential requirement for the work assignment which involves potential hazard or serious discomfort must be determined first. Second, such protection as is available must be applied to reduce the effect of the adverse environmental conditions to whatever minimum is possible. Third, the number of technicians exposed to a potential hazard or severe discomfort should be limited to the absolute minimum necessary to accomplish the work assignment.

3-4. PAYMENT FOR EDP SITUATIONS.

a. An environmental differential is paid to a wage grade technician who is exposed to a hazard, physical hardship, or working condition of an unusually severe nature.

b. These payments are made only in those instances where the exposure, physical hardship or working conditions of an unusually severe nature are not taken into consideration in the job-grading process, and additional pay for exposure to these conditions is provided only through the authorized environmental differentials in this regulation.

c. A technician subjected at the same time to more than one hazard, physical hardship, or working condition of an unusually severe nature shall be paid for that exposure which results in the highest differential but shall not be paid more than one differential for the same hours worked.

d. EDP is authorized only when technicians are in a pay status. Overtime which is worked for compensatory time off is not a paid status for this purpose. The Comptroller General has ruled that compensatory time worked as applied to technicians, is not a paid status, therefore, EDP is not authorized to be paid to personnel who are in a compensatory time status. Generally, managers and supervisors are encouraged to prevent the assigning of EDP duties when employees are in a non-pay status. However, when a sudden, unexpected occurrence demands immediate action, management may invoke special procedures. These special procedures will be invoked only for good cause and will be in compliance with Section 3-3 of the negotiated agreement.

3-5. ESTABLISHMENT OF ENVIRONMENTAL DIFFERENTIALS.

a. Environmental differentials are stated as percentage amounts and are authorized for categories of exposures. The amount of the environmental differential which is payable is determined by multiplying the percentage rate authorized for the described exposure by the second rate for grade WG-10 on the current regular nonsupervisory wage schedule for the area, counting one-half cent and over as a full cent. The resulting cents-an-hour amount is paid uniformly to each wage technician in the area who qualified for the authorized environmental differential, regardless of the grade level of the wage technician or the Federal Wage System wage schedule on which the technician is paid.

b. Changes to categories indicated in the approved situations will be effected as necessary. Recommendations for changes to the approved situations

or requests to establish new situations will be processed through supervisory channels to the SPMO. Submission should include information about the hazard, physical hardship, or working condition, showing:

(1) The nature of the exposure so as to show clearly that the hazard, physical hardship, or working condition which results from that exposure if of an unusually severe nature.

(2) The degree to which the employee is exposed to the hazard, physical hardship or working condition of an unusually severe nature.

(3) The period of time during which the exposure will continue to exist.

(4) The degree to which control may be exercised over the physical hardship, hazard or working condition of an unusually severe nature. The request shall also include the rate of environmental differential recommended to be established.

c. Recommendations to establish new situations or to change existing situations must address the conditions indicated above and must be submitted in the format indicated in Chapter 5 or 6 and Appendix B.

d. Supervisors are responsible to continually try to eliminate hazardous conditions. When all efforts have been taken and the hazardous is eliminated, the supervisor must request termination or withdrawal of environmental differential pay.

3-6. WHEN EDP IS PAID.

a. When a technician is entitled to an environmental differential which is paid on an actual exposure basis, he/she shall be paid a minimum of one hour differential pay for the exposure. For exposure beyond one hour, the technician shall be paid in increments of one-quarter hour for each 15 minutes and portion thereof in excess of fifteen minutes. (i.e., if a technician is exposed for 1 hour and 6 minutes, he/she will be paid EDP for 1 hour and 15 minutes.

b. When a technician is exposed at intermittent times during a day to an unusually severe hazard, physical hardship, or working condition for which the environmental differential is paid on an actual exposure basis, each exposure is considered separately and the amount of time exposed is not added together before payment is made for exposure beyond one hour duration, except that pay for the environmental differential may not exceed the number of hours of duty actually performed by the technician on the day of exposure. Supervisors are encouraged to schedule required exposures to a single total period, when permissible to minimize the cost of EDP.

c. When a technician is exposed to an unusually severe hazard, physical hardship, or working condition for which an environmental differential is payable on a shift basis; and, on the same day he/she is exposed to an unusually severe hazard, physical hardship, or working condition for which an environmental differential payable on an actual exposure basis at a higher basis of the actual exposure, and the environmental differential on the basis of the shift for the remaining hours in the pay status that day.

3-7. COMPUTING ENVIRONMENTAL DIFFERENTIAL PAYMENTS.

a. An environmental differential is paid in accordance with Appendix F, Part I either on the basis of actual exposure, or Appendix F, Part II, on the basis of hours in a pay status. A wage grade technician who is exposed to a situation for which an environmental differential is authorized, is entitled to the appropriate differential regardless of whether the technician has a full-time, part-time, or intermittent tour of duty; on regular assignment or on detail; or serving under a temporary appointment or under an appointment without time limitations. However, to receive a differential, there must be actual exposure to the environmental condition. The following is given as an aid in computing environmental differential:

PART I

(1) When technician is entitled to a differential which is paid on an actual exposure basis, he/she shall be paid a minimum of one hour's differential for each exposure. However, when more than one exposure occurs within the same hour, the employee shall be paid only the exposure which results in the highest differential. When entitlement continues beyond one hour, the technician will be paid in one-quarter hour increments for each 15 minutes and portion thereof in excess of 15 minutes. Again, however, when more than one exposure occurs during the continuous period of time, the employee will be paid for that period only for the exposure which results in the highest differential. For example, a technician whose regular tour of duty is 8 a.m. to 4 p.m., Monday through Friday, is exposed to situations for which a differential is authorized is shown in Appendix C. In computing environmental pay, entitlement begins with the first instance of exposure and ends one hour later (except when exposure continuing beyond one-hour entitlement ends at the end of the last full quarter-hour in which exposure occurs). All exposures occurring during the period of entitlement must be considered; however, payment is computed for the period on the basis of the highest differential rate authorized during the period of entitlement. In computing environmental pay, entitlement begins with the first instance of exposure and ends one hour later (except when exposure continuing beyond one-hour entitlement ends at the end of the last full quarter-hour in which exposure occurs). All exposures occurring during the period of entitlement must be considered; however, payment is computed for the period on the basis of the highest differential rate authorized during the period of entitlement.

PART II

(2) Payment on basis of hours in pay status. When an employee is exposed to a situation for which an environmental differential is authorized on the basis of hours in a pay status, the agency shall pay him/her the differential for all hours in a pay status on the day (calendar day or, to avoid problems involving uncommon tours of duty, and when designated by the agency, a 24-hour period) on which he/she is exposed to the situation. When exposure to the situation occurs during a continuous period extending over two days, it shall be considered to have occurred on the day on which the exposure began and the allowable differential shall be charged to that day.

b. Environmental differential pay during absences of leave.

(1) Environmental differential is included as part of a technician's basic rate of pay for periods of paid leave (annual leave, sick leave, administrative leave, etc.) under the following circumstances:

(a) When a technician is exposed to a situation for which an environmental differential is authorized on the basis of hours in a pay status, that differential will be paid during the period of absence on paid leave on the day on which the exposure occurs.

(b) When a technician is exposed to a situation for which an environmental differential is authorized on an actual exposure basis, that differential will be paid during a period of absence on paid leave, only to the extent that the leave is within the minimum payment periods of one hour's differential pay for the exposure or beyond that in increments of one-quarter hour.

EXAMPLE: If an employee, under an approved and certified EDP situation, is exposed (for the first time in a work day) from 10:00 a.m. to 10:15 a.m., and is on annual leave, sick leave or administrative leave from 10:30 a.m. for the remainder of the day, then the employee is paid for 1 hour of EDP from 10:00 a.m. to 11:00 a.m.

(2) A technician will not be paid an environmental differential during a period of absence on paid leave on any day in which he/she would not have been exposed to situations for which an environmental differential is authorized.

c. Because an environmental differential is paid only on a day on which a technician is exposed to a situation for which the differential is authorized, it is not included in a lump-sum payment for annual leave or in computing severance pay.

CHAPTER 4

DOCUMENTATION ON EDP/HDP

4-1. ARNG.

a. The Nebraska National Guard USPFO receives documentation of EDP/HDP by use of an NGB Form 104 attached to NGB Form 46, Individual Time and Attendance Report, as prescribed in NGB Pam 37-105. This process is required in order to calculate payments of EDP/HDP. The certificate (NGB Form 104) will be completed as follows and as indicated in Appendix D.

(1) Enter name, social security account number, unit and location of the technician concerned.

(2) List the category number of exposure. Show all exposures as they occur each workday. When exposure occurs under more than one category, intermittently for the same category or concurrently with more than one category on the same workday, list each individual exposure separately to include actual clock times.

(3) Duration of exposure. List the date, inclusive clock time in the "From" and "To" columns, and actual elapsed time in hours and minutes of each category of exposure shown in the preceding column. For example, 1 November 1989, 1300-1525 hours; 2 hours, 25 minutes.

(4) The signature and title of authorizing official will be the immediate supervisor, or in the absence of, a person in a supervisory position with knowledge of the EDP/HDP to certify the exposure for pay purposes.

(5) Summary of Environmental Differential Pay Hours - will be completed by the supporting payroll office. These categories are established in accordance with FPM 532-1 and are as follows:

CATEGORY CODE 1 - Payment for Actual Exposure		CATEGORY CODE II - Payment on Basis of Hours in Pay Status	
Rate	Code	Rate	Code
100%	A	50%	M
25%	B	8%	N
15%	C	4%	O
4%	D		

b. Refer to Appendix D, for a sample of a completed NGB Form 104.

4-2. ANG.

a. The Nebraska Air National Guard Comptroller Office receives documentation of EDP/HDP on the AF 1278, Time and Attendance Report (Appendix E), and as prescribed in AFM 177-372 Vol II. The following information is required:

(1) Enter name, social security account number, unit and location of the technician concerned.

(2) List the category number of exposure. Show all exposures as they occur each workday. When exposure occurs under more than one category, intermittently for the same category or concurrently with more than one category on the same workday, list each individual exposure separately to include actual clock times.

(3) Duration of exposure. List the date, inclusive clock time and actual elapsed time in hours and minutes of each category of exposure shown in the preceding column. For example, 1 November 1989, 1300-1525; 2 hours, 25 minutes.

(4) The signature and title of authorizing official will be the immediate supervisor, or in the absence of, a person in a supervisory position with knowledge of the EDP/HDP to certify the exposure for pay purposes.

(5) Summary of Environmental Differential Pay Hours - will be completed by the supporting payroll office. These categories are established in accordance with FPM 532-1 and are as follows:

CATEGORY CODE 1 - Payment for Actual Exposure

Rate	Code
100%	A
25%	B
15%	C
4%	D

CATEGORY CODE II - Payment on Basis of Hours in Pay Status

Rate	Code
50%	M
8%	N
4%	O

b. Refer to Appendix E, for a sample of a completed AF Form 1278.

CHAPTER 5

INSTRUCTIONS FOR COMPLETION OF TAG-NE FORM 550-1 FOR ESTABLISHING AN EDP/HDP SITUATION

5-1. INSTRUCTIONS FOR COMPLETION OF TAG-NE FORM 550-1. The TAG-NE Form 550-1, Request for Hazardous Duty or Environmental Differential Pay Determination or Termination will be completed as follows:

a. TO: Enter TAG-SPMO, 1300 Military Road, Lincoln, NE 68508-1090.

b. FROM: Enter the functional area code and organizational element of the position being considered for HDP/EDP determination.

c. Indicate which differential the request is submitted for.

d. Item 1 - Self-explanatory.

e. Item 2 - Indicate the pay plan, series and grade level of the position on which the request is based upon.

f. Item 3 - Identify any technical orders, special publications or standard operating procedures that identify the work situations. Provide copies of these as applicable.

g. Item 4 - Identify the AR or AF regulation which governs the safety requirements regarding the work situation.

h. Item 5 - The safety office and environmental health technician/occupational health nurse must complete appropriate reports. These reports must be attached to the TAG-NE Form 550-1.

i. Item 6 - Identify the amount of time the hazardous duty or environmental situation will exist. Annual review of situations will verify expiration dates.

j. Item 7 - Identify recommended rate and applicable category as identified in Appendix F or Appendix G.

k. Item 8 - Identify immediate supervisor(s) and other officials authorized to certify that exposure exists and sign pay records.

l. Item 9 - Self-explanatory.

m. Item 10 - Self-explanatory.

n. Item 11 - Signature and date of individual initiating the request.

o. Item 12 - Signature and date of immediate supervisor.

p. Item 13 - Signature and date of Air Commander/Command Administrative Officer.

q. Item 14 - Signature, date and indication of concurrence or nonconcurrence of selected individuals.

r. Item 15 - Signature, date and indication of approval/disapproval of the Support Personnel Management Officer.

CHAPTER 6

INSTRUCTIONS FOR COMPLETION OF TAG-NE FORM 550-1 FOR TERMINATING AN ESTABLISHED EDP/HDP SITUATION

6-1. INSTRUCTIONS FOR COMPLETION OF TAG-NE FORM 550-1. THe TAG-NE Form 550-1, Request for Hazardous Duty or Environmental Differential Pay Determination or Termination will be completed as follows:

a. TO: Enter: TAG-SPMO, 1300 Military Road, Lincoln, NE 68508-1090.

b. FROM: Enter the functional area code and organizational element of the position being considered for termination of HDP/EDP.

c. Indicate which differential the request is submitted for.

d. Item 2 - Indicate the pay plan, series and grade level of the position on which the request is based upon.

e. Item 3 - Identify any technical orders, special publications or standard operating procedures that identify the work situations. Provide copies of these as applicable.

f. Item 4 - Identify the AR or AF regulation which governs the safety requirements regarding the work situation.

g. Item 5 - The safety office and environmental health technician/occupational health nurse must complete appropriate reports. These reports must be attached to the TAG-NE Form 550-1.

h. Item 6 - Mark the termination block which indicates that this is a request for a termination.

i. Item 7 - Identify the recommended rate and applicable category as identified in Appendix F or Appendix G for the original established situation.

j. Item 10 - Identify the reasons for the request for termination. This should identify what changes have occurred to eliminate the hazard.

k. Item 11 - Signature and date of individual initiating the request.

l. Item 12 - Signature and date of immediate supervisor.

m. Item 13 - Signature and date of Air Commander/Commander Administrative Officer.

n. Item 14 - Signature, date and indication of concurrence or nonconcurrence of selected individuals.

o. Item 15 - Signature, date and indication of approval/disapproval of the Support Personnel Management Officer. Upon approval/disapproval of the termination request, the appropriate payroll office and supervisor will be notified in writing by the SPMO.

NOTE: For a request to terminate an EDP/HDP situation, all blocks do not need to be completed, just those indicated in this chapter.

USERS OF THIS PUBLICATION ARE INVITED TO SEND COMMENTS AND SUGGESTED IMPROVEMENTS ON DA FORM 2028 (RECOMMENDED CHANGES TO PUBLICATIONS AND BLANK FORMS) TO TAG-SPMO, 1300 MILITARY ROAD, LINCOLN, NE 68508-1090.

BY THE ORDER OF THE GOVERNOR:

OFFICIAL:

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Director, Mil Pers & Admin

DISTRIBUTION (Special):
1 - Ea Tech Supv
1 - Ea Mil Dept Activity/Organization
1 - Ea HDP/EDP Board Member

APPENDIX A

ENVIRONMENTAL DIFFERENTIAL AND HAZARDOUS DUTY PAY COMMITTEE

The Nebraska National Guard Environmental Differential and Hazardous Duty Pay Committee will consist of the incumbents of the following positions:

Personnel Officer (SPMO)	Chairman/Approving Official
Technician Program Manager (SPMO)	Vice Chairman/Approving Official
Employee Relations Specialist (SPMO)	Member/Secretary
Classification Specialist (SPMO)	Member
Maintenance Manager (ARNG) (R8812)	Member
Aircraft Maintenance Officer (ANG)	Member
Aircraft Pilot Supervisor (ARNG)	Member
Safety Officer (ANG)	Member
Safety & Occupational Health Manager (ARNG)	Member
Safety & Occupational Health Spec (ANG)	Member
Occupational Health Nurse (ARNG)	Member
Environmental Health Technician (ANG)	Member
President, Local ~~#2953, AFGE~~ ACT #88	Member
Chief Steward. Local ~~#2953, AFGE~~ ACT #88	Member
Supply Management Officer (ARNG)	Member

APPENDIX B

REQUEST FOR HAZARDOUS DUTY OR ENVIRONMENTAL DIFFERENTIAL PAY DETERMINATION OR TERMINATION

TO: TAG-SPMO, ATTN: Tech Mgnt Branch, 1300 Military Road Lincoln, NE 68508-1090	FROM:

The following local work situation is submitted in accordance with NE TPR 550 Hazardous Duty and Environmental Differential Pay Plan, for determination of entitlement to:

☐ Hazardous Pay Differential ☐ Environmental Pay Differential

1. Is there an identical work situation at the immediate work location or elsewhere in the agency? If yes, provide an explanation.

☐ Yes ☐ No ☐ Unknown

2. Indicate the classification, pay plan, series and grade level of the technician performing the work.

3. Indicate the applicable technical instruction covering the work situation.

4. Indicate the applicable safety regulation covering the work situation

5. Has there been a safety and environmental health report prepared for the situation? If yes, provide a copy as an attachment to this form. If no, forward to Safety Office for completion.

☐ Yes ☐ No

6. Indicate the length of time the situation will exist.

☐ Months ☐ Years ☐ Indefinite ☐ Terminate

7. Recommended Rate and applicable category (FPM Suppl 990-2, Appendix G or FPM Suppl 532-1, Appendix F) of NE NG Reg 550:

8. Recommend Officials authorized to certify for exposure and pay.

TAG-NE Form 550-1 (1 Jan 90)

9. Provide a detailed description of the severe hazard, physical hardship or working condition.		
10. Provide a brief explanation of the actions taken as an attempt to eliminate the condition.		
11. Initiating Official (Typed name, title & signature)	Date	
12. Immediate Supervisor (Typed name, title & signature)	Date	
13. Typed Name of Air Commander/Command Administrative Officer & signature		
14. Safety Official	Date	☐ Concurcur ☐ Nonconcur
Occupational Health Nurse (ARNG only)	Date	☐ Concur ☐ Nonconcur
Environmental Health Technician (ANG only)	Date	☐ Concur ☐ Nonconcur
SPMO Classification Specialist	Date	☐ Concur ☐ Nonconcur
15. The Support Personnel Management Officer	Date	☐ Approve ☐ Disapprove

TAG-NE Form 550-1 (1 Jan 90)

APPENDIX C

ENVIRONMENTAL DIFFERENTIAL PAYMENT COMPUTATION

DAY	HOURS WORKED	RATE %	DIFFERENTIAL EARNED
Mon:	8:30 a.m. to 9:00 a.m.	4	1 hour @ 4%
	9:20 a.m. to 9:30 a.m.	4	0 (second exposure in same hour)
	10:00 a.m. to 11:30 a.m.	25	1½ hour @ 25%
	12:00 noon to 12:05 p.m.	4	1 hour @ 4%
Tues:	8:00 a.m. to 9:05 a.m.	4	1 hour @ 4%
	8:55 a.m. to 9:25 a.m.	4	30 minutes @ 4% (continuation of preceding hour)
	10:00 a.m. to 10:05 a.m.	4	1 hour @ 25% (see following)
	10:55 a.m. to 11:10 a.m.	25	15 minutes @ 25% (continuation of preceding hour)
	11:14 a.m. to 11:20 a.m.	4	15 minutes @ 25%
Wed:	8:45 a.m. to 9:00 a.m.	4	1 hour @ 25% (pay for an hour at higher rate)
	9:40 a.m. to 9:45 a.m.	25	
	3:55 p.m. to 4:00 p.m.	4	1 hour @ 4% (1 hour of environmental pay; no overtime pay)
Thurs:	5:00 p.m. to 5:30 p.m.	4	1 hour @ 4% (even though entitled to 2 hours call back overtime, only 1 hr of environmental pay)
Fri:	8:45 p.m. to 8:50 a.m annual leave	4	1 hour @ 4%
	9:00 a.m. to 4:00 p.m.		

CERTIFICATE OF AUTHORIZATION FOR ENVIRONMENTAL DIFFERENTIAL PAY

NAME	SSAN	UNIT AND LOCATION
JAMES G. SMITH	000-00-0000	Army Aviation Support Facility Anywhere, USA

I Certify below that this employee was exposed to the following hazard, physical hardship, or working condition category(ies) for the duration indicated, incidental to performing his assigned duties and is, therefore, authorized environmental differential pay in accordance with Subchapter S8-7 and Appendix J of FPM Supplement 532-1.

CAT EXPO	DATE	FROM	TO	TOTAL HOURS	SIGNATURE AND TITLE OF AUTHORIZING OFFICER
A	4Aug89	1300	1415	1.25	John A. Doe Supv Acft Pilot
A	8Aug89	1300	1415	1.25	John A. Doe Supv Acft Pilot

FOR PAYROLL USE ONLY

SUMMARY OF ENVIRONMENTAL DIFFERENTIAL PAY HOURS

CATEGORY I

RATE	CODE	HOURS
100%	A	
25%	B	
15%	C	
4%	D	

CATEGORY II

RATE	CODE	HOURS
50%	M	
8%	N	
4%	O	

NGB FORM 104

NGB-DAP-D 86

APPENDIX E

TIME AND ATTENDANCE FORM

TMK	NAME	PB	ET	PP	NI	S.S.#
0218	Doe, John J.	001	1 31	22	0	000-00-0000

SOCIAL SECURITY NUMBER	WRK. SCH. CODE	PAY PERIOD	SHIFT	PAGE	BIWEEKLY TOTALS WORK	BIWEEKLY TOTALS LEAVE
0 0 0 0 0 0 0 0 0	3 1 0 1	2 2			0 8 0	0 0 0

CERTIFIED

NOTES

WEEK ONE

WORK HOURS DAY	LV INIT	REMARKS	LEAVE ACTION	HOURS QTR HR	HOURS DAY ID	DISTRIBUTION CODES ENVIRONMENTAL %	DISTRIBUTION CODES SHIFT
SUN							
8 MON							
8 TUE							
8 WED		0800-0850=1 0900-0910=0 0955-1030=1					
8 THU							
SAT							

WEEK TWO

SUN							
8 MON							
8 TUE							
8 WED		1400-1420					
8 THU							
8 FRI		1600-1615					
SAT							

EXCEPTIONS

1st							
2nd							
3rd							
6th							

AF Form 1278, JUN 87 PREVIOUS EDITIONS ARE OBSOLETE.

INSTRUCTIONS

Reference Time and Attendance Manual—AFM 177-372A, Vol II

The Time and Attendance Record is prepared to record changes to the daily scheduled work assignment of each employee. For each day in week one and week two, a field is provided for entering daily payroll action other than what was scheduled. If there is no exception for a day, no entries should be made for that day.

The first exception for a day should be entered in the fields adjacent to that day. For each exception mark:

1. one LEAVE code (A/S/O) or one ACTION code (R/W/N);
2. HOURS and QUARTER HOURS;
3. the applicable DISTRIBUTION CODE for either leave or work action;
4. the ENVIRONMENTAL %, if applicable;
5. one SHIFT code, if applicable.

For the ADDITIONAL EXCEPTIONS in a particular day, use the EXCEPTION fields at the bottom of the form. In the DAY ID field, mark the WEEK code (1 or 2) and DAY code (S / M / T / W / T / F / S). Then complete the other fields according to instructions 1 - 5 above.

If all the EXCEPTION fields at the bottom of the form have been used, enter ADDITIONAL EXCEPTIONS in any of the unused daily fields, following instructions for ADDITIONAL EXCEPTIONS above.

At the end of the attendance period, enter and mark the BIWEEKLY TOTALS in hours and quarter hours for WORK and LEAVE

WORK HOURS DAY	LV INIT	REMARKS	LEAVE ACTION	HOURS QTR HR	HOURS DAY ID	DISTRIBUTION CODES ENVIRONMENTAL %	DISTRIBUTION CODES SHIFT
SUN							

WORK DISTRIBUTION CODES FOR WAGE EMPLOYEES

1	-	Penalty Overtime
2	-	Overtime in Minutes
3	-	Overtime
4	-	Overtime at Other Than Assigned Shift
5	-	Environmental - Regular
6	-	Environmental - Sunday Premium
7	-	Environmental - Overtime
8	-	Environmental - Holiday
9	-	Environmental - Penalty Overtime
10	-	Reserved
10-1	-	Comp Time Earned (ANG WE EMPS)
10-2	-	Suspended
10-3	-	TDY
10-4	-	Holiday Worked
10-5	-	Sun. Prem. Due for Days Other Than Sun.
10-6	-	Callback Overtime Not Worked
10-7	-	Religious Comp Time Earned
10-8	-	Credit Hours Earned
10-9	-	Environmental - FEGLI
20	-	Reserved
30	-	Reserved
30-1	-	Deceased

WORK DISTRIBUTION CODES FOR GS AND TEACHERS

1	-	Penalty Overtime
2	-	Overtime in Minutes
3	-	Overtime
4	-	Night Differential
5	-	Comp Time Earned
6	-	Standby Hours
7	-	Hazardous Duty Hours
8	-	Night Differential in Minutes
9	-	Remote Worksite Allowance
10	-	Reserved
10-1	-	Comp Time Paid
10-2	-	Suspended
10-3	-	TDY
10-4	-	Holiday Worked
10-5	-	Sunday Premium for Days Other Than Sunday
10-6	-	Callback Overtime Not Worked
10-7	-	Religious Comp Time Earned
10-8	-	Credit Hours Earned
10-9	-	FLSA-Other (EC 6X 7X OT Hrs not for pay)
20	-	Reserved
30	-	Reserved
30-1	-	Deceased

LEAVE DISTRIBUTION CODES
ALL EMPLOYEES

1	-	Compensatory Time Used
2	-	Leave Without Pay - LWOP
3	-	Absent Without Leave - AWOL
4	-	Military Leave Paid
5	-	Military Leave Unpaid
6	-	Administrative Leave
7	-	Court / Jury Duty / Witness Leave
8	-	Advanced Annual Leave
9	-	Advanced Sick Leave
10	-	Reserved
10-1	-	Restored Annual Leave Used
10-2	-	Religious Comp Time Used
10-3	-	Credit Hours Used
10-4	-	Blood Donor Leave
10-5	-	Home Leave
10-6	-	Teacher Leave
10-7	-	Voting Leave
10-8	-	Continuation of Pay Paid 1st Occurrence
10-9	-	Continuation of Pay Unpaid 1st Occurrence
20	-	Reserved
20-1	-	Federal Employees Compensation
20-2	-	Law Enforcement Leave
20-3	-	Funeral Leave
20-4	-	Non-Employed Hours
20-5	-	Split-Pay Indicator
20-6	-	Holiday Hours not Worked
20-7	-	Continuation of Pay Paid 2nd Occurrence
20-8	-	Continuation of Pay Unpaid 2nd Occurrence
20-9	-	
30	-	Reserved

REPRESENTATIONAL DISTRIBUTION CODES
ALL EMPLOYEES

1	-	Basic Renegotiations or Reopener Negotiations
2	-	Midterm Negotiations
3	-	LMR Committee
4	-	Consultation
5	-	Walk-around Time OSHA Inspections
6	-	FLRA Proceedings
7	-	Labor Relations Training for Union Representatives
8	-	Formal & Weingarten-type Meetings 5 U.S.C. 7114 (a) (2) (A) & (B)
9	-	Agency Grievance Procedures
10	-	Reserved
10-1	-	Negotiated Grievance Procedures
10-2	-	Arbitrations
10-3	-	MSPA Procedures
10-4	-	EEO Complaints
10-5	-	Other Complaints and Appellate Processes

LEAVE

A	=	Annual
S	=	Sick
O	=	Other

ADDITIONAL EXCEPTIONS

1	=	Week One
2	=	Week Two
S	=	Sunday
M	=	Monday
T	=	Tuesday
W	=	Wednesday
T	=	Thursday
F	=	Friday
S	=	Saturday

SHIFT

1	=	First
2	=	Second
3	=	Third

ACTION CODE

R	=	Representational
W	=	Work
N	=	Non-work

APPENDIX F

Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART I. PAYMENT FOR ACTUAL EXPOSURE

Differential rate	*Category for which payable*	*Effective date*[1]
100%	1. *Flying.* Participating in flights under one or more types of the following conditions: a. Test flights of a new or repaired plane or modified plane when the repair or modification may affect the flight characteristics of the plane; b. Flights for test performance of plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload; c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles; d. Flights deliberately undertaken in extreme weather conditions such as flying into a hurricane to secure weather data; e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight; f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests; g. Low-level flights in small aircraft including helicopters at altitude of 500 feet and under in daylight and 1,000 feet and under at night when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 500 feet; h. Low-level flights in an aircraft flying at altitudes of 200 feet and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations. i. Flights involving launch or recovery aboard an aircraft carrier. j. Reduced gravity light testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 2 gravity conditions.	Nov. 1, 1970
25%	2. *High work.* Working on any structure of at least 100 feet above the ground, deck, floor or roof, or from the bottom of a tank or pit; b. Working at a lesser height: (1) If the footing is unsure or the structure is unstable; or	Nov. 1, 1970

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	(2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate for example, working from a swinging stage, boatswain chair, a similar support; or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous.	Nov. 1, 1970
15%	3. *Floating targets.* Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.	Nov. 1, 1970
4%	4. *Dirty work.* Performing work which subjects the employee to soil of bo or clothing: a. Beyond that normally to be expected in performing the duties of the classification; and b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc), or c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.	Nov. 1, 1970
4%	5. *Cold work.* a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit).	Mar. 13, 1977
	b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Nov. 1, 1970
4%	6. *Hot work.* a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.	Nov. 1, 1970
	b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977
4%	7. *Welding preheated metals.* Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 150 degrees Fahrenheit or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	Nov. 1, 1970
4%	8. *Micro-soldering or wire welding and assembly.* Working with binocular-type microscopes under conditions which severely restrict the movement of the em and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components.	Nov. 1, 1970
25%	9. *Exposure to hazardous weather or terrain.* Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees; such as the following: *Examples:* —Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death. —Working in areas where there is a danger of rock falls or avalanches.	July 1, 1972

See footnote at end of table.

APPENDIX F

Appendix J. Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Traveling over secondary or unimproved roads to isolated mountain top installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 100 feet, when there is danger of rocks, mud, or snow slides. —Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snow trails, in sparsely settled or isolated installations when there is danger of avalanches, or during "white-out" phenomenon which limits visibility to less than 10 feet. —Working or traveling in sparsely settled or isolated areas with exposure to temperature and/or wind velocity shown to be of considerable or very great danger on the windchill chart (page J-6.02), and shelter (other than temporary shelter) or assistance is not readily available. —Snowplowing or snow and ice removal on primary, secondary or other class or roads, when (a) there is danger of avalanche or (b) there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow stakes, "whiteout" conditions, or sloping ice-pack covering the snow.	July 1, 1972
25%	10. *Unshored work.* Working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following: *Examples:* —Working adjacent to the walls of an unshored excavation at depths greater than six feet, (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale or the walls have been graded to the angle of repose, that is, where the danger of slides is practically eliminated) when work is performed at a distance from the wall which is less than the height of the wall. —Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause. —Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passageway has been installed. —Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition	July 1, 1972
15%	11. *Ground work beneath hovering helicopter.* Participating in operation to attach or detach external load to helicopter hovering just overhead.	July 1, 1972
15%	12. *Hazardous boarding or leaving of surface craft.* Boarding or leaving vessels or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night when sea state is high (three feet and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees. *Examples:* —Boarding or leaving vessels at sea. —Boarding or leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines. —Transferring equipment between a small boat and a rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock.	July 1, 1972

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Boarding or leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice.	
8%	13. *Cargo handling during lightering operations.* Off-loading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats when swells or wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water or injury by swinging cargo hooks.	July 1, 1972
15%	14. *Duty aboard surface craft.* Duty aboard a surface craft when deck conditions or sea state and wind velocity in relation to the size of the craft introduces the risk of significant injury or death to employees, such as the following: —Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 35 m.p.h. (classified as gale winds) or in water search and rescue operations at night. —Participating as a member of a weather projects team when work is performed under adverse weather conditions, when winds are blowing at 35 m.p.h., and/or when seas are in excess of 14 feet, or when working on outside decks when decks are slick and icy when swells are in excess of 3 feet. —When embarking, disembarking or traveling in small craft (boat) on Lake Ponchartrain when wind direction is from north northeast or northwest, and wind velocity is over 15 knots; or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures. —Participating in deep research vessel sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (12-knot winds and 3-foot waves) and the work is done on relatively unprotected deck areas. —Transferring from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are under way. —Duty performed on floating platforms, camels, or rafts, using tools, equipment or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgement of equipment which could subject the employee to falls, crushing, or ejection into the water.	July 30, 1972
50%	15. *Work at extreme heights.* Working at heights 100 feet or more above the ground, deck, floor, or roof, or from the bottom of a tank or pit on such open structures as towers, girders, smokestacks and similar structures: (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging state, boatswain chair, or a similar support); or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous.	Oct. 22, 1972

See footnote at end of table.

APPENDIX F

Appendix J. Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
6%	16. *Fibrous glass work.* Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Feb. 28, 1975
50%	17. *High voltage electrical energy.* Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.	Apr. 11, 1977
6%	18. *Welding, cutting, or burning in confined spaces.* Welding, cutting, or burning within a confined space which necessitates working in a horizontal or nearly horizontal position, under conditions requiring egress of at least 14 feet over and through obstructions including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structure components.	Jan. 18, 1978

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS

Differential rate	*Category for which payable*	*Effective date*[1]
50%	1. *Duty aboard submerged vessel.* Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged.	Nov. 1, 1970
8%	2. *Explosives and incendiary material—high degree hazard.* Work with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees. *Examples:* —Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance and disposal, such as: —Screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechnic compositions such as lead azide, black powder and photoflash powder. —Manufacture and distribution of raw nitroglycerine. —Nitration, neutralization, crystallization, purification, screening and drying of high explosives. —Manufacture of propellants, high explosives and incendiary materials. —Melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives. —Manufacture of primary or initiating explosives such as lead azide. —Manufacture of primer detonator mix. —Loading and assembling high-energy output flare pellets. —All dry-house activities involveing propellants or explosives. —Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. —All operations involving fire fighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc. —All operations involving regrading and cleaning of artillery ranges. —At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies. —Handling or engaging in destruction operations on an armed (or potentially armed) warhead.	Nov. 1, 1970
4%	3. *Explosives and incendiary material—low degree hazard.* a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.	Nov. 1, 1970

See footnote at end of table.

APPENDIX F

Appendix J. Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury. *Examples* —All operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard—see category 2 above.) —Duties such as weighing, scooping, consolidating and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations. —Load, assembly and packing or primers, fuses, propellant charges, lead cups, boosters, and time-train rings. —Weighing, scooping, loading in bags and sewing of ignitor charges and propellant zone charges. —Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals. —Proof-testing weapons with a known overload of power or charges. —Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test, and installation of aerospace vehicle egress and jettison systems and other cartridge-actuated devices and rocket assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur.	Mar. 13, 1977
8%	4. *Poisons (toxic chemicals)—high degree hazard.* Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personnel injury. *Examples* —Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death). —Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions.	Nov. 1, 1970

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractioning columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents. —Demilitarizing and neutralizing toxic chemical munitions and chemical agents. —Handling or working with toxic chemicals in restricted areas during production operations. —Preparing analytical reagents, carrying out colorimetric and photometric techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects. —Recording analytical and biological tests results where subject to above types of exposure. —Visually examining chemical agents to determine conditions or detect leaks in storage containers. —Transferring chemical agents between containers. —Salvaging and disposing of chemical agents.	
4%	5. *Poisons (toxic chemicals)—low degree hazard.* a. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents.	Nov. 1, 1970
	b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury. *Example* —Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored.	Mar. 13, 1977
8%	6. *Micro-organisms—high degree hazard.* Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserums and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury. *Examples* —Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production. —Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where innoculation or harvesting of living organisms is involved for production of vaccines, toxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis.	Nov. 1, 1970

See footnote at end of table.

APPENDIX F

Appendix J. Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
4%	7. *Micro-organisms—low degree hazard.* a. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material.	Nov. 1, 1970
	b. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury.	Mar. 13, 1977
8%	8. *Pressure chamber and centrifugal stress.* Exposure in pressure chambers which subjects employee to physical stresses or where there is potential danger to participants by reason of equipment failure or reaction to the test conditions; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort. *Examples* —Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures. —Participating in altitude chamber studies ranging from 18,000 to 150,000 feet either as subject or as observer exposed to the same conditions as the subject. —Participating as subject in centrifuge studies involving elevated G forces above the level of 5 G's whether or not at reduced atmospheric pressure. —Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes.	July 1, 1972
8%	9. *Work in fuel storage tanks.* When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank.	July 1, 1972
	10. *Firefighting.* Participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires.	July 1, 1972
25%	*High degree* —Fighting forest and range fires on the fireline.	
9%	*Low degree* —All other firefighting.	

See footnote at end of table.

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PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
8%	11. *Experimental landing/recovery equipment tests.* —Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks.	July 1, 1972
8%	12. *Land impact or pad abort of space vehicle.* Actual participation in dearming and safing explosive ordnance, toxic propellant and high-pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition.	July 1, 1972
4%	13. *Mass explosives and/or incendiary material.* Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility when explosives are in the process of being shifted to or from a conveyance. Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure or liability to serious injury or death from potential explosive effect. A transshipment facility for this purpose is a port or sea terminal established for the marshalling or temporary assembly of explosives prior to shipment where amounts in excess of 250,000 pounds net explosive weight (NEW) are present on a regular or recurring basis.	July 1, 1972
4%	14. *Duty aboard aircraft carrier.* Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery: *Examples* —Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery and refueling operations. —Operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations.	July 1, 1972
8%	15. *Participating in missile liquid propulsion or solid propulsion situations.* Participating in research and development, or preoperational test and evaluation situations involving missile liquid or solid propulsion systems where a mechanical, or other equipment malfunction, or accidental combination of certain fuels and/or chemicals, or transient voltage and current buildup on or within the system when the system is in a "go" condition on the test stand, or sled, can result in explosion, fire, premature ignition or firing. *Examples* —Test stand or tract tests, when adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions: a. Tanks are being pressurized above normal servicing pressure. b. Assembly, disassembly or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels is required. c. Fueling and defueling. —Hoisting hypergolic liquid fueled systems into, or out of, a test stand, where the working area is confined, and external plumbing is present resulting in a situation where the plumbing may be damaged causing a leak.	Mar. 4, 1974

See footnote at end of table.

APPENDIX F

Appendix J. Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Tests on foreign missiles where technical data is questionable or not available. —Manned test firings of small, close support missiles for which safety performance data are not yet available. —Removal of a missile, propulsion system or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test.	
8%	16. *Asbestos.* Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury.	Mar. 9, 1975

[1] Effective date is the beginning of the first pay period on or after the date specified.

FEDERAL WAGE SYSTEM

Exhibit 1. Windchill Chart

WINDCHILL CHART

Wind Speed (MPH)	Local temperature (° F)										
	32	23	14	5	−4	−13	−22	−31	−40	−49	−58
Calm ...	32	23	14	5	−4	−13	−22	−31	−40	−49	−58
5	29	20	10	1	−9	−18	−28	−37	−47	−56	−65
10	18	7	−4	−15	−26	−37	−48	−59	−70	−81	−92
15	13	−1	−13	−25	−37	−49	−61	−73	−85	−97	−109
20	7	−6	−19	−32	−44	−57	−70	−83	−96	−109	−121
25	3	−10	−24	−37	−50	−64	−77	−90	−104	−117	−130
30	1	−13	−27	−41	−54	−68	−82	−97	−109	−123	−137
35	−1	−15	−29	−43	−57	−71	−85	−99	−113	−127	−142
40	−3	−17	−31	−45	−59	−74	−87	−102	−116	−131	−145
45	−3	−18	−32	−46	−61	−75	−89	−104	−118	−132	−147
50	−4	−18	−33	−47	−62	−76	−91	−105	−120	−134	−148

Little danger

For properly clothed persons

Considerable danger

Very great danger

Danger from freezing of exposed flesh

b. **Regulation.**

SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR INTERMITTENT HAZARDOUS DUTY UNDER SUBPART I OF PART 550

Irregular or intermittent duty	*Rate of hazard pay differential*	*Effective date*
Exposure to hazardous weather or terrain:	*Percent*	
(1) *Work in rough and remote terrain.* When working on cliffs, narrow ledges, or near vertical mountainous slopes where a loss of footing would result in serious injury or death, or when working in areas where there is danger of rock falls or avalanches.	25	First pay period beginning after July 1, 1969.
(2) *Traveling under hazardous conditions.* (a) When travel over secondary or unimproved roads to isolated mountain top installations is required at night, or under adverse weather conditions (such as snow, rain, or fog) which limits visibility to less than 100 feet, when there is danger of rock, mud, or snow slides.	25	Do.
(b) When travel in the wintertime, either on foot or by means of vehicle, over secondary or unimproved roads or snow trails, in sparsely settled or isolated areas to isolated installations is required when there is danger of avalanches, or during "white-out" phenomenon which limits visibility to less than 10 feet.	25	Do.
(c) When work or travel in sparsely settled or isolated areas results in exposure to temperatures and/or wind velocity shown to be of considerable danger, or very great danger, on the windchill chart (appendix A–1), and shelter (other than temporary shelter) or assistance is not readily available.	25	Do.
(3) *Snow or ice removal operations.* When participating in snowplowing or snow or ice removal operations, regardless of whether on primary, secondary or other class of roads, when (a) there is danger of avalanche, or (b) there is danger of missing the road and falling down steep mountainous slopes because of lack of snow stakes, "white-out" conditions, or sloping ice-pack covering the snow.	25	Do.
(4) *Water search and rescue operations.* Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 35 m.p.h. (classified as gale winds) or in water search and rescue operations conducted at night.	25	Do.
(5) *Travel on Lake Pontchartrain.* (a) When embarking, disembarking or traveling in small craft (boat) on Lake Pontchartrain when wind direction is from north, northeast, or northwest, and wind velocity is over 15 knots; or	25	Do.
(b) When traveling in small craft, where craft is not radar equipped, on Lake Pontchartrain is necessary due to emergency or unavoidable conditions AND the trip is made in a dense fog under fog run procedures.	25	Do.
(6) *Hazardous boarding or leaving of vessel.* When duties (a), (b), or (c) are performed under adverse conditions of foul weather, or ice, or night and when the sea state is high (3 feet and above):	25	First pay period beginning after May 7, 1970
(a) Boarding or leaving vessels at sea or standing offshore during lightering or personnel transfer operations.		
(b) Boarding, leaving or transferring equipment between small boats or rafts and steep, rocky or coral surrounded shorelines.	25	Do.
(c) Transferring equipment between a small boat and rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock.	25	Do.
(7) Conducting craft tests to determine seakeeping characteristics of small craft in a seaway when U.S. Storm Warnings normally indicate unsafe seas for a particular size craft.	25	First pay period beginning on or after October 1, 1972

Appendix G SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR INTERMITTENT HAZARDOUS DUTY UNDER SUBPART I OF PART 550—Continued

Irregular or intermittent duty	*Rate of hazard pay differential*	*Effective date*
Exposure to physiological hazards:	*Percent*	
(1)(a) *Pressure chamber subjects.* Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures.	25	First pay period beginning after July 1, 1969
(b) *Working in pressurized sonar domes.* Performing checkout of sonar system after sonar dome has been pressurized. This may include such duties as changing transducer elements, setting of transducer turntables checking of cables, piping, valves, circuits, underwater telephone, and pressurization plugs.	8	First pay period beginning after February 16, ⇒1975⇐
(c) *Working in nonpressurized sonar domes that are a part of an underwater system.* Performing certification of pretrial inspections, involving such duties as calibrating, adjusting, and photographing, and photographing equipment, in limited space and with limited egress.	4	Do.
(2) *Simulated altitude chamber subjects/observers.* Participating in simulated altitude studies ranging from 18,000 to 150,000 feet either as subject or as observer exposed to the same conditions as the subject.	25	First pay period beginning after July 1, 1969
(3) *Centrifuge subjects.* Participating as subject in centrifuge studies involving elevated G forces above the level of 5 G's whether or not at reduced atmospheric pressure.	25	Do.
(4) *Rotational flight simulator subject.* Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° or in a combination of any axes through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes.	25	Do.
Exposure to hazardous agents, work with or in close proximity to:		
(1) *Explosive or incendiary materials.* Explosive or incendiary materials which are unstable and highly sensitive.	25	Do.
(2) *At-sea shock and vibration tests.* Arming explosive charges and/or working with, or in close proximity to, explosive armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies.	25	Do.
(3) *Toxic chemical materials.* Toxic chemical materials when there is a possibility of leakage or spillage.	25	Do.
(4) *Fire retardant materials tests.* Conducting tests on fire retardant materials when the tests are performed in ventilation restricted rooms where the atmosphere is continuously contaminated by obnoxious odors and smoke which causes irritation to the eyes and respiratory tract.	25	Do.
(5) *Virulent biologicals.* Materials of micro-organic nature which when introduced into the body are likely to cause serious disease or fatality and for which protective devices do not afford complete protection.	25	Do.

Appendix G SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR INTERMITTENT HAZARDOUS DUTY UNDER SUBPART I OF PART 550—Continued

Irregular or intermittent duty	*Rate of hazard pay differential*	*Effective date*
Participating in liquid missile propulsion tests and certain solid propulsion operations:	*Percent*	
(1) *Tanking and detanking.* Tanking or detanking operations of a missile or the test stand "run" bottles with liquid propellants.	25	Do.
(2) *Hoisting a tanked missile.* Hoisting a tanked missile or a solid propellant propulsion system into and/or over the test stand.	25	Do.
(3) *Pressure tests.* Pressure tests on loaded missiles, missile tanks, or run bottles during prefire preparations.	25	Do.
(4) *Test stand tests.* Test stand operations on loaded missiles under environmental conditions where the high or low temperatures could cause a failure of a critical component.	25	Do.
(5) *Disassembly and breakdown.* Disassembly and breakdown of a contaminated missile system or test stand plumbing after test.	25	Do.
(6) *"Go" condition test stand work.* Working on any test stand above the 50-foot level or any stand work while the system is in a "go" condition.	25	Do.
(7) *Arming and dearming propulsion systems.* Arming, dearming or the installation and/or removal of any squib, explosive device, or a component thereof connected to, or part of, any live or potentially expended liquid or solid propulsion system.	25	Do.
(8) *Demolition and destruct tests.* Demolition, hazards classification, or destruct type tests where the specimen is nonstandard and/or unproven and the test techniques do not conform to standard or proven procedures.	25	Do.
Work in fuel storage tanks:		
When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank.	25	First pay period beginning after July 1, 1969
Firefighting:		
(1) *Forest and range fires.* Participating as a member of a firefighting crew in fighting forest and range fires on the fireline.	25	Do.
(2) *Equipment, installation, or building fires.* Participating as an emergency member of a firefighting crew in fighting fires of equipment, installations, or buildings.	25	Do.
(3) *In-water under-pier firefighting operations.* Participating in in-water under-pier firefighting operations (involving hazards beyond those normally encountered in firefighting on land, e.g., strong currents, cold water temperature, etc.).	25	Do.
Hot work:		
Working in confined spaces wherein the employee is subject to temperatures in excess of 110 degrees Fahrenheit.	4	First pay period beginning after February 16, 1975

Appendix G SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR INTERMITTENT HAZARDOUS DUTY UNDER SUBPART I OF PART 550—Continued

Irregular or intermittent duty	*Rate of hazard pay differential*	*Effective date*
Work in open trenches:	*Percent*	
Work in an open trench 15 feet or more deep until proper shoring has been installed.	25	First pay period beginning after July 1, 1969.
Underground work:		
Work underground performed in the construction of tunnels and shafts, and the inspection of such underground construction, until the necessary lining of the shaft or tunnel has eliminated the hazard.	25	Do.
Underwater duty:		
(1) *Submerged submarine or deep research vehicle.* Duty aboard a submarine or deep research vehicle when it submerges.	25	Do.
(2) *Diving.* Diving, including SCUBA (Self-Contained Underwater Breathing Apparatus) diving, required in scientific and engineering pursuits, or search and rescue operations, when: (a) At a depth of 20 feet or more below the surface; or, (b) Visibility is restricted; or, (c) In rapidly flowing or cold water; or, (d) Vertical access to the surface is restricted by ice, rock, or other structure; or, (e) Testing or working with hardware which presents special hazards (such as work with high voltage equipment or work with underwater mockup components in an underwater space simulation study).	25	Do.
Sea duty aboard deep research vessels:		
Participating in sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea-state is high (12-knot winds and 3-foot waves) and the work is done on deck in relatively unprotected areas.	25	Do.
Collection of aircraft approach and landing environmental data:		
When operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations.	25	Do.
Experimental landing/recovery equipment tests:		
Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks.	25	Do.
Land impact or pad abort of space vehicle:		
Actual participation in dearming and safing explosive ordnance, toxic propellant and high pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition.	25	Do.
High work:		
Working on any structure of at least 50 feet above the base level, ground, deck, floor, roof, etc., under open conditions, if the structure is unstable or if scaffolding guards or other suitable protective facilities are not used, or if performed under adverse conditions such as snow, sleet, ice on walking surfaces, darkness, lightning, steady rain, or high wind velocity.	25	Do.

Appendix G . SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR INTERMITTENT HAZARDOUS DUTY UNDER SUBPART I OF PART 550—Continued

Irregular or intermittent duty	*Rate of hazard pay differential*	*Effective date*
Flying, participating in:	*Percent*	
(1) *Pilot proficiency training.* Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests.	25	First pay period beginning after July 1, 1969.
(2) *Delivery of new aircraft for flight testing.* Flights to deliver aircraft which has been prepared for one time flight without being test flown prior to delivery flight.	25	Do.
(3) *Test flights of new, modified, or repaired aircraft.* Test flights of a new or repaired aircraft or modified aircraft when the modification may affect the flight characteristics of the aircraft.	25	Do.
(4) *Reduced gravity—parabolic arc flights—subjects/observers.* Reduced gravity flight testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through +2 gravity conditions.	25	Do.
(5) *Launch and recovery.* Test flights involving launch and recovery aboard an aircraft carrier.	25	Do.
(6) *Limited control flights.* Flights undertaken under unusual and adverse conditions (such as extreme weather, maximum load or overload, limited visibility, extreme turbulence, or low level flights involving fixed or tactical patterns) which threaten or severly limit control of the aircraft.	25	Do.
(7) *Flight tests of expandable aircraft tires.* Landing to test aircraft tires designed to deflate upon retraction, undertaken to appraise the normal deflate-reinflate cycle and also to evaluate the capability to make a satisfactory landing with the tires deflated.	25	Do.
(8) *Landing and taking-off in polar areas.* Landing in polar areas on unprepared snow or ice surfaces and/or taking off under the same conditions.	25	Do.
Experimental parachute jumps:		
Participating as a jumper in field exercises to test and evaluate new types of jumping equipment and/or jumping techniques.	25	Do.
Ground work beneath hovering helicopter:		
Participating in ground operations to attach external load to helicopter hovering just overhead.	25	Do.
➡ **Sling-suspended transfers:**		
When performance of duties requires transfer from a helicopter to a ship via a sling on the end of a steel cable or from a ship to another ship via a chair harness hanging from a high-line between the ships when both vessels are underway.	25	First pay period beginning after Oct. 11, 1969.
Carrier suitability trials aboard aircraft carriers:		
Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery, and refueling operations.	25	Do.
Cargo handling during lightering operations:		
Off-loading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats involving exposure not only to falling cargo but such other hazards as shifting cargo within the LCM, swinging cargo hooks, and possibility of falling between the LCM and cargo vessel.⬅	25	Do.

Appendix G SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR INTERMITTENT HAZARDOUS DUTY UNDER SUBPART I OF PART 550—Continued

Irregular or intermittent duty	*Rate of hazard pay differential*	*Effective date*
	Percent	
Working in unsafe structures: Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado, flood, or similar cause, when the structure has been declared unsafe by competent technical authority, and when such work is considered necessary for the safety of personnel or recovery of valuable materials or equipment, and the work is authorized by competent authority.	25	First pay period beginning or on after April 11, 1976.

Appendix G

WINDCHILL CHART

	Local temperature (°F)										
Wind Speed (MPH)	32	23	14	5	−4	−13	−22	−31	−40	−49	−58
Calm	32	23	14	5	−4	−13	−22	−31	−40	−49	−58
5	29	20	10	1	−9	−18	−28	−37	−47	−56	−65
10	18	7	−4	−15	−26	−37	−48	−59	−70	−81	−92
15	13	−1	−13	−25	−37	−49	−61	−73	−85	−97	−109
20	7	−6	−19	−32	−44	−57	−70	−83	−96	−109	−121
25	3	−10	−24	−37	−50	−64	−77	−90	−104	−117	−130
30	1	−13	−27	−41	−54	−68	−82	−97	−109	−123	−137
35	−1	−15	−29	−43	−57	−71	−85	−99	−113	−127	−142
40	−3	−17	−31	−45	−59	−74	−87	−102	−116	−131	−145
45	−3	−18	−32	−46	−61	−75	−89	−104	−118	−132	−147
50	−4	−18	−33	−47	−62	−76	−91	−105	−120	−134	−148
	Little danger		Considerable danger			Very great danger					

For properly clothed persons

Danger from freezing of exposed flesh